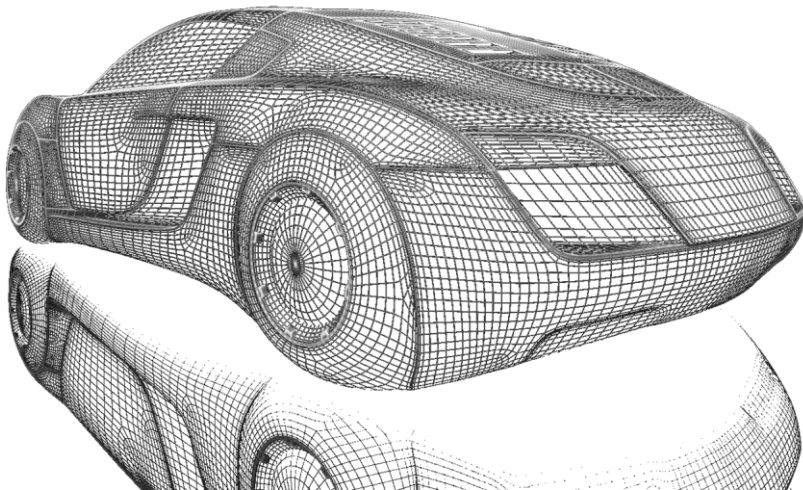




S&B Automotive
Engineering



Code of Ethics

www.sub-automotive.de



Our Business Ethics

S&B is committed to ethically correct behavior. We live values such as trust, team spirit, responsibility and creativity. To emphasize the importance of these values, they are recorded in our Code of Ethics. The Code of Ethics is the basic requirement for our behavior with our customers, partners and colleagues. Thus, the Code of Ethics serves all employees as a moral compass to which we orient ourselves.

Our core message is:

S&B stands for ...

... **trust**

... **team spirit**

... **responsibility**

... **creativity**



Trust

Our customers and partners rely on us as much as we rely on each other.

As a basis for a trusting cooperation, we communicate openly and transparently. We act with integrity and are committed to the highest ethical standards. The handling of information is always taken seriously and protected to the highest degree.

A trusting relationship is not only important with our customers, but also within our company. By working and communicating reliably and openly with each other, we can function as a company.



Team Spirit

Together we are stronger.

That's why we look out for each other and treat everyone fairly and with respect. By building on the strengths and successes of others, we can achieve our goals and high standards as a team. It is important to recognize the performance of each individual. Only with the help of open communication and clarity in feedback can we challenge ourselves and continue to develop. We value diversity because it enriches us as a team and is a source of our success. Discussing and listening to different opinions allows us to understand new perspectives and grow as a company.

Together, we create added value.



Responsibility

We take responsibility for our customers. Therefore, we ensure that our products and services are always of high quality and are continuously improved. Our decisions are made to the best of our knowledge, which is why we personally take a stand for them.

We take responsibility for our partners and colleagues. We promote mutual respect and support. We discover and develop the potential of our colleagues so that they can live out their strengths.

We take responsibility for society. As a company, we want to work to ensure that future generations are able to live sustainably.



Creativity

Since our founding, we have stood for innovative, high-quality products. As a creative company, we are courageous and dare to make changes so that we can always seize opportunities. Only in this way, we can grow from our mistakes and continue to develop. We go new ways and think "outside the box". Because we always want to surprise and inspire our customers with our ideas and solutions. Through curiosity, we discover new things and learn constantly. This allows us to passionately develop innovative products.

Our formula:

Creativity = Innovation = Success



Measures in case of Non-Compliance

Procedures, practices or actions by employees that are in conflict with this Code must be corrected and will result in disciplinary action. Depending on the severity of the violation and previous history (e.g. repetition), this may result in an admonishment, warning or even termination.

If suppliers or other business partners do not comply with the requirements, this would be addressed in a discussion with the supplier and remedial action would be urged. Depending on the severity of the violation and previous history (e.g. repetition), it may also lead to termination of the business relationship.

If employees, suppliers or other business partners of S&B Automotive Engineering GmbH & Co. KG violate the rules or their behavior gives cause for concern, the management must be informed immediately.



Friedberg, 1st of April 2023

Michael Böhler – Managing Director

Martin Weber – Managing Director

S&B Automotive Engineering GmbH & Co. KG

Bahnhofstrasse 32
86316 Friedberg bei Augsburg
GERMANY

T + 49 821 60097 0

info@sub-automotive.de
www.sub-automotive.de

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